

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

2006 LEGISLATIVE SUMMARY

The following bills, affecting California's civil rights statutes, were signed and chaptered into law by Governor Schwarzenegger this year. The changes become effective January 1, 2007. They are organized by subject matter.

EMPLOYMENT

Sexual Harassment Training and Education for Supervisory Employees

Government Code section 12950.1 requires an employer having 50 or more employees to provide at least two hours of training and education regarding sexual harassment to all supervisors. Assembly Bill 2095 amended this section in order to clarify that only supervisory employees within the State of California must receive the statutorily required training.

Bill Number: AB 2095 (Niello), Chapter 737

Code Section Amended: Government Code section 12950.1

Sexual Harassment: DFEH Poster and Information Sheet

This bill amended Government Code section 12950 such that the Department of General Services is no longer required to provide multiple copies of the DFEH Poster and Information Sheet upon request. Rather, multiple copies of the DFEH Poster and Information Sheet shall be made available online at the Department's website.

Bill Number: AB 1806 (Committee on Budget), Chapter 69

Code Section Amended: Government Code section 12950

HOUSING

Housing Discrimination

This bill amends various statutes prohibiting discrimination in housing and housing related areas, including real estate licensure, mortgage lending, club membership, development projects, and community redevelopment, in order that the specified protected bases will conform to the Fair Employment and Housing Act. Specifically, each statute affected by this bill will reference the protected bases provided for under subdivisions (a) and (d) of Government Code section 12955 as those bases are defined under the FEHA. Additionally, the definition of familial status specifically reflects the allowance of housing for older persons as defined in section 12955.9 of the Government Code and relevant Civil Code sections.

Bill Number: AB 2800 (Laird), Chapter 578

Code Sections Amended: Business and Professions Code sections 10177 and 23428.20; Civil Code sections 782, 782.5, 798.20, and 800.25; Government Code section 65008, Health and Safety Code sections 33050, 33435, 33436, 33724, 33769, 35811, 37630, 37923, 50955, and 51602.

RELATED STATUTES

Discrimination - State Programs and Activities

SB 1441 amends Government Code section 11135 to add sexual orientation as a protected basis. Further, this bill defines sex and sexual orientation as provided for under subdivisions (p) and (q) of Government Code section 12926 and expands each protected class to include perceived membership in the class and association with a member of the class.

Bill Number: SB 1441 (Kuehl), Chapter 182

Code Section Amended: Government Code section 11135

Small Claims Court Actions

This bill amends Civil Code section 52.2 to conform with the increase in the jurisdictional limit of the Small Claims Court from \$5,000.00 to \$7,500.00. Civil Code section 52.2 provides that an action brought pursuant to Civil Code section 52 or 54.3 (specified acts of discrimination, boycotting, or blacklisting, or the refusal to buy or sell to a person; for violence, threat of violence, or intimidation based on specified characteristics of a person; for denial or interference with the right of access of a disabled person to specified public accommodations; and related civil rights actions) may be brought in Small Claims Court.

Bill Number: AB 2618 (Berg), Chapter 167

Code Section Amended: Civil Code section 52.2